

COUNTY COUNCIL  
OF  
HARFORD COUNTY, MARYLAND

BILL NO. 10-15

Introduced by Council President Boniface at the request of the County Executive

Legislative Day No. 10-10 Date April 13, 2010

AN EMERGENCY ACT to repeal the Harford County Pay Plan and Classification Plan, Harford County Ordinance No. 09-15, as amended, and to enact a new Harford County Pay Plan and Classification Plan to stand in lieu of the Ordinance repealed; to provide a pay plan for County employees; to further provide for new position plans and salary grades for County classified and exempt employees; all in accordance with Section 603 of the Charter; and to provide that this act shall not be codified in the Harford County Code.

By the Council, April 13, 2010

Introduced, read first time, ordered posted and public hearing scheduled

on: May 11, 2010

at: 7:00P.M.

By Order: Barbara J. O'Connor, Council Administrator

PUBLIC HEARING

Having been posted and notice of time and place of hearing and title of Bill having been published according to the Charter, a public hearing was held on May 11, 2010, and concluded on, May 11, 2010.

Barbara J. O'Connor, Council Administrator

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW. [Brackets] indicate matter deleted from existing law. Underlining indicates language added to Bill by amendment. Language lined through indicates matter stricken out of Bill by amendment.

Section 1. Be It Enacted By The County Council of Harford County, Maryland, that Harford County Ordinance No. [08-33]09-15, as amended, Harford County Pay Plan and Classification Plan, is hereby repealed and that new Harford County Pay Plan and Classification Plan be, and it is hereby, enacted to stand in lieu of the repealed Ordinance, all to read as follows:

**Harford County Classification Plan**

<b><u>Classification</u></b>	<b><u>Grade</u></b>
Accountant I	PT1
Accountant II	PT3
Accountant III	PT5
Accountant IV	MG1
Accounting Clerk I	CA4
Accounting Clerk II	CA5
Accounting Technician I	CA6
Accounting Technician II	PT1
Accounts Payable Supervisor	PT4
Administrative Assistant I	CA5
Administrative Assistant II	CA6
Administrative Budget Technician I	PT1
Administrative Budget Technician II	PT3
Administrative Secretary I	CA6
Administrative Secretary II	PT1
Administrative Secretary III	PT3
Administrative Specialist I	PT1

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1	Administrative Specialist II	PT2
2	Administrator	MG1
3	Animal Control Officer I	CA4
4	Animal Control Officer II	CA6
5	Asset Manager	PT5
6	Assistant Council Attorney	MG1
7	Assistant County Attorney I	PT4
8	Assistant County Attorney II	MG1
9	Assistant Manager, Harford Transit	PT4
10	Assistant Secretary of the Council	CA6
11	Assistant Senior Center Manager	PT3
12	Assistant Storekeeper	CA3
13	Assistant Superintendent	PT5
14	Assistant Supervisor of Custodial Workers	CA6
15	Assistant Supervisor of Revenue Collections	PT2
16	Broadcast Technician	CA5
17	Budget Analyst	PT2
18	Budget Assistant	CA6
19	Building Construction and Repair Supervisor	PT2
20	Building Inspections Supervisor	PT5
21	Bus Driver	CA3
22	[CAD Administrator	PT1]
23	Cashier - Development Trainee	CA1

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1	Cashier I	CA3
2	Cashier II	CA5
3	Central Services Operator	CA3
4	Central Services Specialist	CA5
5	Central Stores Coordinator	CA5
6	Central Stores Manager	PT1
7	Chauffeur-Laborer	CA3
8	Chemist	PT4
9	Chief Animal Control Officer	PT4
10	Chief Construction Inspector	PT5
11	Chief of Parks and Facilities	MG2
12	Chief of Recreation	MG2
13	Chief of Security	PT3
14	Chief of Staff	MG3
15	Chief Vertical Inspector	PT5
16	Chief, Access & Utilities Permits	MG1
17	Chief, Budget & Management Research	MG3
18	Chief, Bureau of Accounting	MG2
19	Chief, Bureau of Construction Management	MG1
20	Chief, Engineering Division	MG2
21	Chief, Environmental Enforcement	PT5
22	Chief, Facilities & Operations Division	MG2
23	Chief, Highways Division	MG2

1	Chief, Housing Services	PT5
2	CHIEF, INFORMATION AND COMMUNICATIONS TECHNOLOGY	MG4
3	[Chief, Information Systems Division	MG4]
4	Chief, Inspections, Licenses & Permits	MG1
5	Chief, Property Management	MG1
6	Chief, Solid Waste Management Division	MG2
7	Chief, Water & Sewer	MG2
8	Civil Engineer I	PT2
9	Civil Engineer II	PT3
10	Civil Engineer III	PT5
11	Civil Engineer IV	MG1
12	Claims Adjuster	PT3
13	Claims Clerk	CA5
14	Clerical Assistant	CA1
15	Clerk - Dispatcher	CA3
16	Clerk Typist	CA3
17	Client Advocacy Services Assistant Manager	PT4
18	Client Advocacy Services Manager	PT5
19	Client Advocacy Services Specialist	PT3
20	Commercial Inspector	PT3
21	Communications Specialist I	CA3
22	Communications Specialist II	CA5
23	Community Resources Coordinator	PT2

1	Computer Operations Supervisor	PT4
2	Computer Operator	CA5
3	Computer Operator Trainee	CA3
4	Computer Records Assistant	CA5
5	Computer Systems Engineer I	PT1
6	Computer Systems Engineer II	PT2
7	Computer Systems Engineer III	PT3
8	Computer Systems Engineer IV	PT5
9	Coordinator for Disabilities	PT2
10	Council Administrator	MG1
11	Council Attorney (Part-Time)	MG3
12	Council Auditor	MG1
13	County Attorney	CB2
14	Crew Chief	PT2
15	Crew Leader I	CA5
16	Crew Leader II	CA6
17	Cultural Arts Board Coordinator	PT2
18	Custodial Worker I	LB2
19	Custodial Worker II	CA2
20	Custodial Worker III	CA3
21	Database Administrator	PT4
22	Deputy Chief of Staff	MG1
23	Deputy Chief, Budget & Management Research	MG1

1	Deputy Chief, Management Information Systems	MG2
2	Deputy County Attorney	CB1
3	Deputy Director of Community Services	MG2
4	Deputy Director of Economic Development	MG2
5	Deputy Director of Human Resources	MG3
6	Deputy Director of Inspections, Licenses & Permits	MG3
7	Deputy Director of Planning & Zoning	MG3
8	Deputy Director of Procurement	MG2
9	Deputy Director of Public Works	MG3
10	Deputy Manager, Emergency Operations	MG1
11	Deputy Treasurer	MG3
12	Director of Administration	CB2
13	Director of Community Services	CB1
14	Director of Economic Development	CB1
15	Director of Governmental & Community Relations	CB1
16	Director of Human Resources	CB1
17	Director of Inspections, Licenses & Permits	CB1
18	Director of Parks & Recreation	CB1
19	Director of Planning & Zoning	CB1
20	Director of Procurement	CB1
21	Director of Public Works	CB2
22	Drafting Technician I	CA3
23	Drafting Technician II	CA5

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1	Drafting Technician Trainee	CA1
2	Economic Development Associate	PT2
3	Electrician, Water & Sewer Operations	PT2
4	Electronic Services Technician	PT1
5	Engineering Associate I	CA5
6	Engineering Associate II	CA6
7	Engineering Associate III	PT2
8	Engineering Associate IV	PT3
9	Engineering Associate V	PT4
10	Engineering Records Technician	PT1
11	Equipment Operator	CA5
12	Equipment Operator Trainee	CA4
13	Equipment Repair Specialist	CA6
14	Executive Director, HCN	MG1
15	Financial Systems Coordinator	PT3
16	Financial Systems Management Supervisor	PT4
17	Fleet Manager	PT5
18	GIS Analyst I	PT3
19	GIS Analyst II	PT4
20	GIS Coordinator	PT5
21	GIS Public Access Technician	PT1
22	GIS Technician I	PT1
23	GIS Technician II	PT3



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1	Grants Administrator	PT4
2	Grants Coordinator	PT3
3	Grants Specialist I	CA6
4	Grants Specialist II	PT1
5	Harford Transit Safety/Training Supervisor	PT3
6	Help Desk Support Specialist	CA5
7	Housing Inspector	PT1
8	Housing Services Coordinator	PT4
9	Housing Services Counselor	PT2
10	Human Relations Manager	PT5
11	Human Resources Analyst	PT3
12	Human Resources Clerk	CA4
13	Human Resources Manager	PT4
14	Human Resources Specialist	PT1
15	Human Resources Technician	CA5
16	Inspector I	CA6
17	Inspector II	PT2
18	Inspector III	PT4
19	Instrumentation Technician	PT2
20	Juvenile Drug Court Coordinator	PT4
21	Laboratory Assistant	CA5
22	Laboratory Technician	PT1
23	Laborer	LB2

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1	Land Surveyor	PT4
2	Landfill Supervisor	PT2
3	Legal Assistant I	CA5
4	Legal Assistant II	PT1
5	Legal Assistant III	PT3
6	Legal Clerk	CA3
7	Legal Secretary	CA5
8	Legal Specialist I	CA6
9	Legal Specialist II	PT1
10	Legal Specialist III	PT2
11	Legislative Drafter	PT5
12	Legislative Research Assistant	CA5
13	Legislative Secretary	CA5
14	Licensing Clerk	CA3
15	Litter Control Program Leader	CA4
16	Litter Control Program Supervisor	CA6
17	Long-Term Care Coordinator	PT3
18	Mailroom Clerk-Messenger	CA1
19	Maintenance Mechanic I	CA5
20	Maintenance Mechanic II	PT1
21	Maintenance Supervisor	PT4
22	Maintenance Worker I	CA2
23	Maintenance Worker II	CA4

1	Maintenance Worker Trainee	LB2
2	Management Analyst	PT4
3	Management Assistant I	PT3
4	Management Assistant II	PT4
5	Manager, Emergency Services	MG3
6	Manager, Harford Transit	PT4
7	Manager, Senior Center Division	PT5
8	Manager, Substance Abuse & Drug Control Policy	MG1
9	Master Cabinetmaker	CA6
10	Media Specialist	PT3
11	Park Building Maintenance Worker	CA4
12	Permits Clerk	CA3
13	Permits Review Supervisor	PT5
14	Permits Technician	CA5
15	Planner I	PT1
16	Planner II	PT3
17	Planner III (Supervisory or Technical)	PT5
18	Planner IV	MG2
19	Planning & Zoning Division Chief	MG2
20	Planning Assistant I	CA5
21	Planning Assistant II	CA6
22	Plans Reviewer I	PT2
23	Plans Reviewer II	PT4

1	Plant Operations Manager	PT5
2	Plant Operator (Water or Wastewater)	CA6
3	Plant Operator Trainee I (Water or Wastewater)	CA3
4	Plant Operator Trainee II (Water or Wastewater)	CA5
5	Plant Superintendent, Water & Sewer	MG1
6	Pre-Treatment Inspector	PT2
7	Process Engineer	PT5
8	Procurement Agent I	PT1
9	Procurement Agent II	PT3
10	Procurement Agent III	PT4
11	Producer Manager, HCN	PT5
12	Programmer	PT2
13	Programmer Analyst I	PT4
14	Programmer Analyst II	PT5
15	Public Information Assistant	PT2
16	Public Safety Dispatcher I	CA4
17	Public Safety Dispatcher II	CA5
18	Public Safety Dispatcher III	PT1
19	Public Safety Dispatcher, Probationary	CA3
20	Public Safety Hazmat Manager	PT3
21	Public Safety Manager	PT5
22	Public Safety Shift Manager	PT4
23	Public Safety Supervisor	PT2

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1	Recreation Specialist I	CA5
2	Recreation Specialist II	PT1
3	Recreation Specialist III	PT3
4	Recreation Specialist IV	PT4
5	Recreation Specialist V	PT5
6	Recycling Program Coordinator	PT2
7	Recycling Program Manager	PT5
8	Revenue Collections Supervisor	PT4
9	Risk Management Assistant	CA6
10	Risk Manager	MG1
11	Road Marking Equipment Operator I	CA5
12	Road Marking Equipment Operator II	CA6
13	Road Marking Equipment Operator III	PT1
14	Safety Inspector	PT2
15	Safety Inspector Trainee	CA6
16	Safety Officer	PT3
17	Secretary I	CA3
18	Secretary II	CA5
19	Secretary, County Executive	PT3
20	Security Guard	CA3
21	Senior Assistant Council Attorney	MG3
22	Senior Assistant County Attorney	MG3
23	Senior Budget Analyst	PT4

1	Senior Center Manager	PT4
2	Senior Center Specialist	PT2
3	Senior Computer Operator	CA6
4	Senior Economic Development Associate	PT4
5	Senior Electrician Water & Sewer Operations	PT3
6	Senior Equipment Operator	CA6
7	Senior Instrumentation Technician	PT3
8	Senior Laboratory Technician	PT3
9	Senior Plans Reviewer	PT4
10	Senior Plant Operator (Water or Wastewater)	PT2
11	Senior Water/Wastewater Facility Mechanic	PT2
12	Shift Supervisor/Plant Operations	PT4
13	Skilled Trade Apprentice	CA3
14	Special Police Officer I	CA5
15	Special Police Officer II	CA6
16	Storekeeper	CA4
17	Superintendent of Highways	MG1
18	Superintendent of Laboratories	MG1
19	Superintendent of Parks & Facilities	PT5
20	Superintendent, Water & Sewer Facilities	MG1
21	Supervisor of Central Services	PT4
22	Supervisor of Custodial Workers	PT2
23	[Supervisor of Meter Operations	PT5]

1	Systems Analyst	PT5
2	Systems Programmer	PT4
3	Telecommunication Specialist I	PT4
4	Telecommunication Specialist II	PT5
5	Telecommunications Coordinator	MG1
6	Telecommunications Engineer I	PT2
7	Telecommunications Engineer II	PT3
8	Trades/Laborer	CA4
9	Traffic Operations Supervisor	PT4
10	Traffic Sign Mechanic I	CA2
11	Traffic Sign Mechanic II	CA4
12	Traffic Sign Mechanic III	CA6
13	Treasurer	CB1
14	Utility Worker I	CA5
15	Utility Worker II	CA6
16	Water & Sewer Accounting Supervisor	PT4
17	Water & Sewer Facilities Maintenance Specialist	PT3
18	Water & Sewer Permits Technician	CA5
19	Water & Sewer Utility Crew Chief	PT2
20	Water Meter Mechanic I	CA3
21	Water Meter Mechanic II	CA5
22	Water Meter Mechanic Trainee	CA2
23	Water Meter Technician I	CA6

1	Water Meter Technician II	PT2
2	Water/Sewer Utility Technician I	PT1
3	Water/Sewer Utility Technician II	PT3
4	Water/Sewer Utility Technician III	PT4
5	Water/Sewer Utility Worker I	CA2
6	Water/Sewer Utility Worker II	CA3
7	Water/Sewer Utility Worker III (Certified)	CA6
8	Water/Sewer Utility Worker III (Non-certified)	CA4
9	Water/Sewer Utility Worker IV	PT1
10	Water/Wastewater Facility Mechanic	CA6
11	Water/Wastewater Facility Mechanic Trainee	CA5
12	Web Administrator	PT4
13	Web Designer	PT3
14	Weighmaster/Attendant I	CA2
15	Weighmaster/Attendant II	CA3
16	Weighmaster/Attendant Trainee	CA1
17	Zoning Enforcement Coordinator	PT5
18	Zoning Hearing Assistant	CA6
19	Zoning Hearing Examiner (Part-Time)	PT5
20	Zoning Inspector I	CA6
21	Zoning Inspector II	PT1
22	Zoning Technician	CA5
23	Section 2. Be It Further Enacted, that this act shall not be codified in the Harford County Code,	



1 as amended.

2 Section 3. Be It Further Enacted, that this Act is hereby declared to be an emergency act,  
3 necessary for the proper operation of the county government, and it shall become law on the date it is  
4 signed by the County Executive; however, payments or benefits shall continue to be paid under  
5 Ordinance [08-33]09-15, as amended, until [June 26, 2009] JUNE 25, 2010 and no payments or  
6 benefits shall accrue under this act until on or after [June 27, 2009] JUNE 26, 2010.

EFFECTIVE: July 1, 2010

*The Council Administrator does hereby certify that  
fifteen (15) copies of this Bill are immediately available for  
distribution to the public and the press.*

  
\_\_\_\_\_  
Council Administrator

**GOVERNMENT SERVICE PAY SCHEDULE**

<u>GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
LB1	\$21,400	\$44,450
LB2	\$22,600	\$47,986
CA1	\$23,700	\$51,002
CA2	\$26,200	\$54,142
CA3	\$27,500	\$57,182
CA4	\$30,200	\$62,608
CA5	\$33,100	\$66,290
CA6	\$37,300	\$71,198
PT1	\$39,900	\$76,190
PT2	\$43,900	\$84,032
PT3	\$47,400	\$90,230
PT4	\$52,800	\$97,261
PT5	\$57,700	\$110,115
MG1	\$64,300	\$114,629
MG2	\$71,400	\$118,934
MG3	\$81,000	\$124,862
MG4	\$91,600	\$141,606
CB1	\$91,600	\$141,606
CB2	\$105,700	\$165,464

HARFORD COUNTY BILL NO. 10-15

Brief Title Pay and Classification Plan

is herewith submitted to the County Council of Harford County for enrollment as being the text as finally passed.

**CERTIFIED TRUE AND CORRECT**

Barbara J. O'Connor  
Council Administrator

Date May 11, 2010

**ENROLLED**

Billy Bonfante  
Council President

Date May 11, 2010

**BY THE COUNCIL**

Read the third time.

Passed: LSD 10-13

Failed of Passage: \_\_\_\_\_

By Order

Barbara J. O'Connor  
Council Administrator

Sealed with the County Seal and presented to the County Executive for approval this 12<sup>th</sup> day of May, 2010 at 3:00 p.m.

Barbara J. O'Connor  
Council Administrator



**BY THE EXECUTIVE**

David L. Craig  
COUNTY EXECUTIVE

APPROVED: Date May 18, 2010

**BY THE COUNCIL**

This Bill No. 10-15, having been approved by the Executive and returned to the Council, becomes law on May 18, 2010.

EFFECTIVE DATE: July 1, 2010

Barbara J. O'Connor  
Barbara J. O'Connor  
Council Administrator